

Engagement Survey Results 2025



Thank You!

74% completion rate



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You said...

Support for personal challenges
Autonomy Active support and wellbeing
Teamwork Physical environment Workload
Safe and healthy workplace Line Management
Mental wellbeing Flexible working Inclusion and diversity
Engagement Enjoyment
Recognition Connection
Sustainability Benefits Growth Purpose
Company Leadership
Communication
Organisational Effectiveness
Pay and reward Work life balance
Learning and development Belonging



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Engagement Survey Headlines

- 1 Employee Engagement is declining, 7.5pts down on 2024
- 2 The highest scoring questions are about your line manager with 'My line manager cares about me and my wellbeing' at 83%
- 3 The Inclusion Index is strong at 71%
- 4 The Behaviours Index is low at 52%



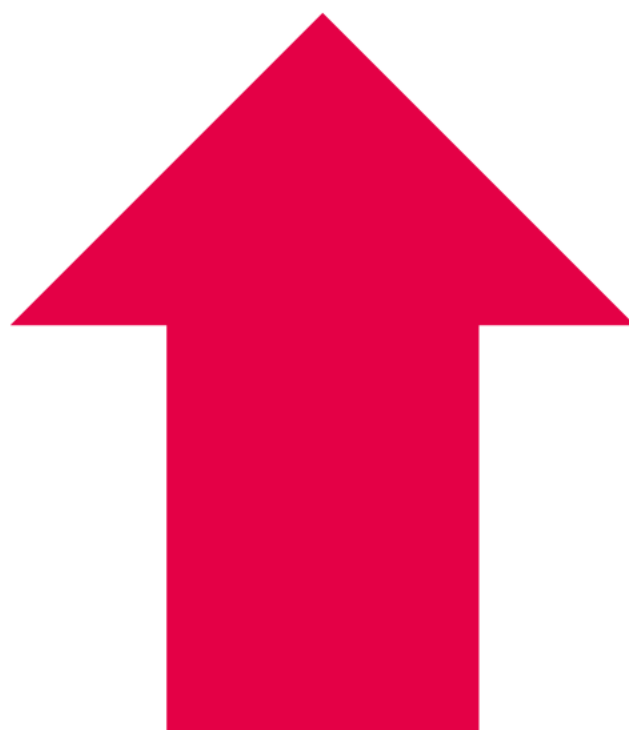
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What's improving vs 2024?



I feel a strong sense of belonging to Post Office



I feel proud to work for Post Office



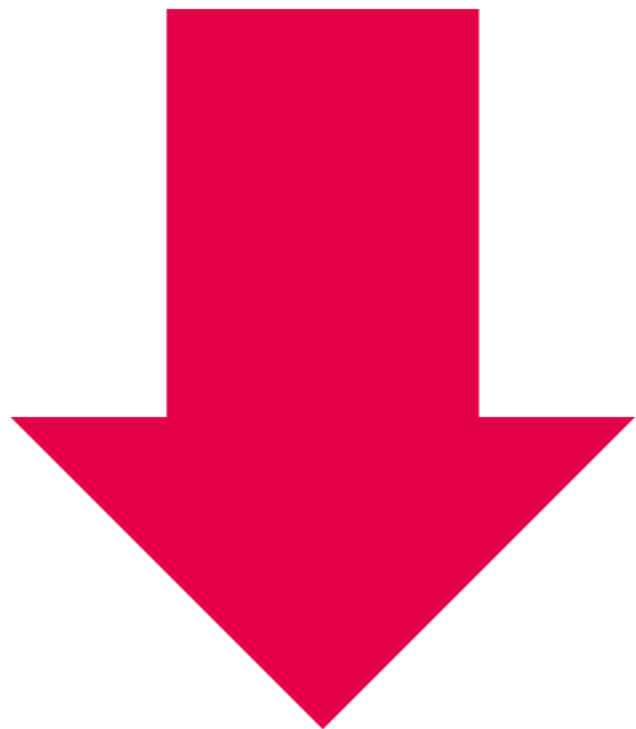
I feel able to balance my work and personal life in a way that works for me



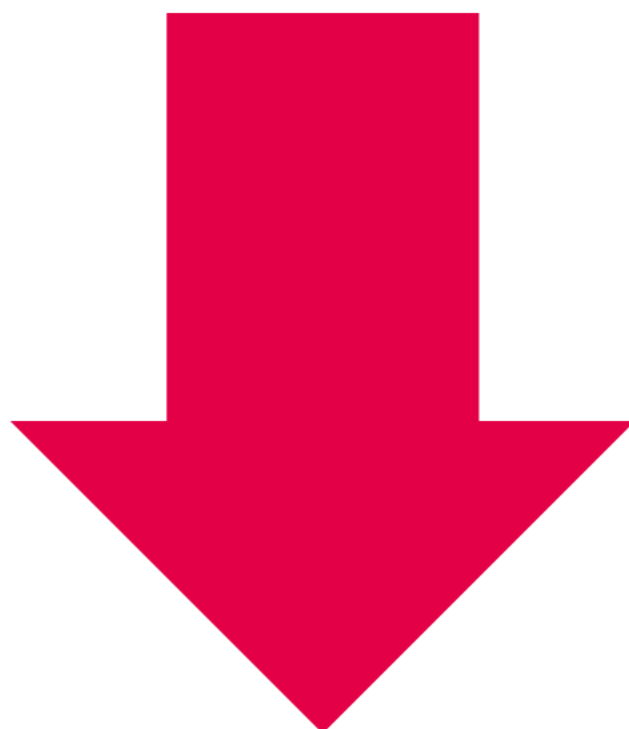
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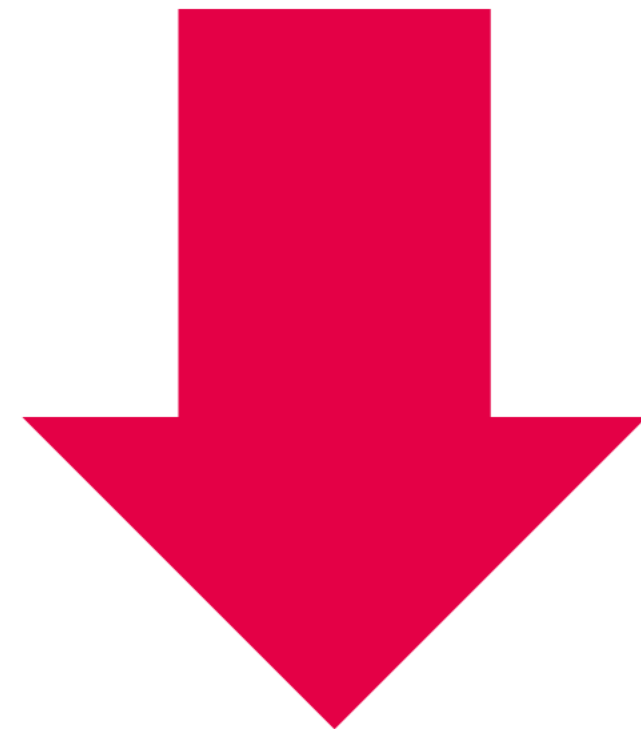
What's declining vs 2024?



Post Office invests in its people



Communications provided by Post Office are open and honest



People are treated fairly



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Key Themes



**Trust &
Leadership**



Fairness



**Organisational
Effectiveness**

← **Communication** →



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Our Behaviours



Be curious



Move it forward



Own the outcome



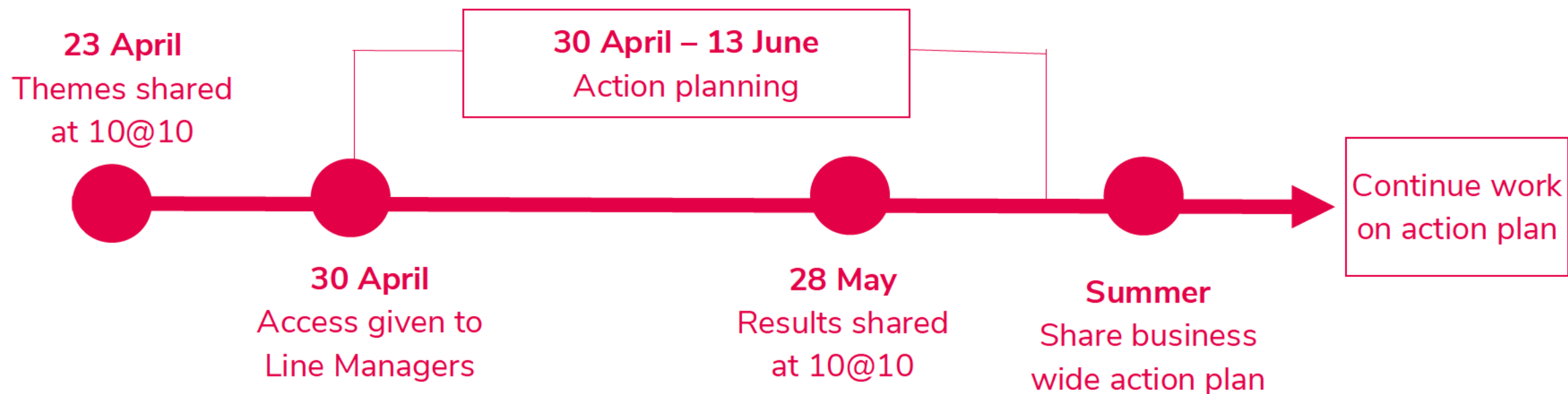
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Timeline



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